



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
9301 CHAPEK ROAD
FORT BELVOIR, VA 22060-5527

AMCCG

23 September 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Materiel Command (AMC) FY06 Command Training Guidance

1. References:

- a. FM 7-0, Training the Force, 22 October 2002.
- b. FM 7-1, Battle Focused Training, 15 September 2003.
- c. AR 350-1, Army Training and Education, 9 April 2003.
- d. USAMC Civilian Leadership Training Plan (CLTP), 26 February 2003.
- e. USAMC Development Assignment and Mentoring Program, 15 January 2004.

2. Purpose. Provide guidance to subordinate commanders in preparation for their FY06 training plans. This memorandum supersedes memorandum, Headquarters, US Army Materiel Command, 19 July 2004, subject: U.S. Army Materiel Command (AMC) FY05 Command Training Guidance.

3. Training Priorities. We support a transforming Army at war and significant elements of AMC are at war alongside our Warfighters. To remain successful in this environment, we must continually make changes to improve our operations and our support to the Army; transform AMC in support of the modular, expeditionary Army; and capitalize on the combat experience of our Army and our workforce to not only understand the requirements and complexities of combat, but to anticipate the requirements and challenges facing our combat formations. Training is a means to inculcate a culture of change into our organization. To this end, I see our training priorities (in priority order) as:

- a. Training that contributes to mission successes, ensures increased capability for Warfighters, and is tied to organizational METLs.
- b. Training that facilitates AMC support to the modular, expeditionary Army and our support to our sister services.

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c. Training that improves the quality, speed and agility in our industrial, sustainment, acquisition and administrative processes.

d. Pre-deployment training that ensures our Military, Civilian and contract workforce is fully prepared to perform their mission in a combat zone.

e. Leader Development Training

f. Mandatory Individual Training

4. AMC Mission and METL.

a. Mission: Provide superior technology, acquisition support, and logistics to ensure dominant Land Force capability for Joint Forces, the United States, and our Allies.

b. Mission Essential Task List (METL):

(1) Support and Sustain Warfighters

(2) Provide Superior Technology

(3) Provide Acquisition Support

(4) Protect the Force

(5) Develop Leaders

5. Commander's Training Guidance.

a. Training Plans. Commanders will establish training requirements for their workforce and leaders, create opportunities for training, and strengthen accountability processes for training and training resources. In addition to performing our METL tasks in support of the Global War on Terrorism on a daily basis, I expect commanders to create opportunities to train on their METL tasks. Commanders will prepare training plans within 60 days after receipt of this FY06 training guidance.

b. Training Assessments. Training assessments are the commander's responsibility. I expect commanders to crosswalk their METL tasks with HQAMC's METL to define their training posture, performance measures and training resource issues; to refine their METL; and to refine both the assessment techniques and the metrics used to measure METL proficiency.

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c. Joint Capabilities. In the development of your training plans, look for opportunities to develop Joint capabilities and Joint experience in our workforce. Joint training with other services, Joint IPT involvement, and sharing lessons learned are some examples of methods to accomplish this.

d. Life Cycle Management. We must continue to develop our Life Cycle Management Commands into mature, synergistic organizations that improve support to our Warfighters. Part of this development is the training of our workforce on the structure, role and purposes of the LCMCs and in helping our employees visualize how their contributions affect the services the LCMC s provide.

e. Continuous Process Improvement. AMC is launching command-wide process improvement efforts across functional, operational, and tactical levels related to our mission. The entire workforce will be trained in Lean Six Sigma. HQAMC will establish the Lean Six Sigma training framework to ensure consistency of training and terms of reference across the enterprise.

f. Pre-deployment and Force Protection Training. I expect commanders to ensure that our workforce is fully prepared for duty in a combat theater before deployment and that deployed commanders conduct tactical risk assessments before all operations. I also expect that adequate measures are being taken, through training and through procedural changes, to safeguard information and employees not deployed in a theater of operations.

g. Developing Leaders. AMC will focus on developing military and civilian leaders at all levels of our command. AMC supervisors and leaders will ensure the workforce receives specific professional and career enhancing training that will prepare them to expand AMC's capacity and capabilities. Mentorship, basic leadership training, and Army Values training are critical to this effort.

6. Endstate.

a. The output of our training plans must be a more capable workforce that better supports our Soldiers. At the end of FY06, I see AMC still decisively engaged in support of OIF and OEF and, if not actively supporting another expeditionary operation, I see us postured to fully support another operation with a mature Army Field Support Brigade structure, our Prepositioned and Operational Project Stocks, and five fully functional Life Cycle Management Commands.

b. I see our Life Cycle Management Commands as our Strategic Center of Gravity due to the increased capacity and performance that these synergistic commands will produce. I see AFSC as our Operational Center of Gravity and single face to the field through which we will

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provide the Acquisition, Logistics and Technology support needed by our Warfighters. The entire AMC team must be focused on providing Warfighters the support, sustainment, and superior technology that ensure dominant land force capability.

c. I see our workforce transformed by focused training and fully vested in an AMC culture of innovation where calculated risks in support of our Warfighters are encouraged and backed by our MSC Commanders and senior AMC Leaders.

d. At the end of FY06, I see us as measurably leaner, more flexible, more agile, more effective, and more Joint than we are today.

ALL
NOTE EMPHASIS
on LCMCs + AFSSBs
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AND SAFETY -- CHALLENGE
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BENJAMIN S. GRIFFIN
General, USA
Commanding